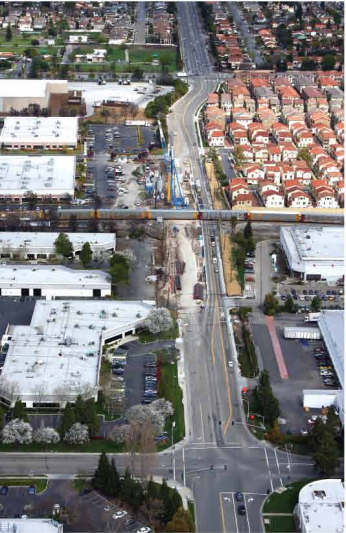




# CITY OF FREMONT, CA

INVITES YOUR  
INTEREST IN  
THE POSITION OF

## CITY ENGINEER



**BOB MURRAY  
& ASSOCIATES**  
EXPERTS IN EXECUTIVE SEARCH



# THE COMMUNITY

The City of Fremont, located in southern Alameda County, stretches from the San Francisco Bay to the top of Mission Peak above historic Mission San Jose. Fremont is a culturally diverse city of over 224,000 people with an area of 92 square miles, making it the fourth most populous city in the San Francisco Bay Area and the 15th-largest in California.

Fremont residents enjoy a moderate climate, high rate of home ownership and advanced education, a very low crime rate, and a quality of life that is considered to be one of the best in the United States. It is a great place to raise a family and is also strategically located in Silicon Valley just 40 miles south of San Francisco. Fremont enjoys a diverse population, with immigrants from all over the world; this has created a synergy resulting in strong neighborhoods and community investment along with the vibrancy of over 1,200 high-tech, life science, and clean technology firms.

Residents can expect quality local services, including a highly rated public education system, excellent public safety services and recreation, well-kept parks, and other leisure services. The community enjoys a variety of annual events including the Earth Day Family Fair, Summer Concert Series, the Railroad Festival, Charlie Chaplin Days, and the Festival of Lights Parade. Fremont is also proud to be host to the San Francisco Bay National Wildlife Refuge Complex, a collection of seven National Wildlife Refuges devoted to preserving migratory birds, endangered species, and other wildlife.

Fremont has easy access to three international airports, several major educational institutions including Stanford University and the University of California at Berkeley, the Bay Area Rapid Transit (BART) system, professional sports, and world-class cultural opportunities. This exciting community enjoys metropolitan living at its best.

A new BART station is scheduled to open in 2015 in the South Fremont/Warm Springs area; by 2018, BART will extend an additional 10 miles to San Jose, providing a BART connection from Fremont to the rest of Silicon Valley for the first time. The recently adopted Warm Springs Community Plan provides for revitalization

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of an 850 acre zone with employment growth ranging from 9,700 to 12,300 jobs and housing development to potentially 4,000 units. Additionally, downtown Fremont is on the brink of an exciting transformation. The 110-acre, centrally located commercial area is poised to become a vibrant, urban mixed-use district featuring pedestrian-friendly street-level retail, commercial, and civic uses, as well as public open spaces.

## THE ORGANIZATION

The City of Fremont operates under a Council-Manager form of government with a five-member City Council, including a directly elected Mayor and four members elected at-large to four-year overlapping terms. The Council appoints the City Manager and City Attorney.

The City has a balanced general fund budget of \$156.8 million dollars and a budget reserve level of 17.3%. The current budget reflects prudent policy decisions which demonstrate a City that is fiscally responsible. Property and sales tax are the City's most significant revenue sources and both are forecasted to increase during fiscal year 2014/2015. Key indicators of the City's fiscal health include the City's contribution of \$4 million dollars annually to capital projects to fund street maintenance, downtown, the South Fremont/Warm Springs project and prefunding for the City's "OPEB" (other post-employment benefit) liabilities.

Fremont is a full-service city employing a full time staff of 864 and is divided into the departments and offices of the City



Attorney, City Manager, Community Development, Community Services, Economic Development, Finance, Fire, Human Resources, Human Services, Information Technology Services, Police, and Public Works.

## THE DEPARTMENT

The Public Works Department is poised to play a key role in shaping the community and its future through transformative land use and transportation projects, underway and in planning, to allow us to achieve the City's vision of being "strategically urban." Public Works is responsible for engineering, transportation, civic facilities, street inspections, and maintenance for the City. The Engineering Division within Public Works reviews proposed land development projects, executes the design and construction of public projects, and maintains and enhances the City's transportation network. We value our people, creativity, quality service, integrity, open communication, mutual respect, and diversity. Employees find their work challenging, yet rewarding, and most importantly, enjoy the chance to make a difference through public service.

## THE IDEAL CANDIDATE

The City of Fremont seeks a City Engineer who is a talented, innovative leader and proven manager. The ideal candidate will have exceptional communication and interpersonal skills. A skilled problem solver who makes common sense decisions is sought. The chosen individual will be creative and energetic. The incoming candidate should be capable of leading and managing effectively in a fast paced environment with a diverse workload. Candidates should be individuals who are accountable for their success and that of their staff and the department.

A hands-on and forward thinking engineer well versed in delivering CIP and development projects is required for this position. Fremont is seeking individuals with demonstrated ability to forge close working relationships with internal departments and local, regional and state agencies. He or she shall have strong knowledge of engineering principles, methods, and practices as applied in the planning, design, and construction; laws and regulations governing streets and parks; the methods employed in the physical preparation of land



for development; City government and issues of concern to developers, property owners, contractors, private engineers and others when dealing with the City on engineering matters. A successful candidate will be a responsive and communicative individual as the City Engineer is responsible for presentations to other City executives, boards, commissions and community groups.

The ideal candidate will be an effective leader, capable of motivating the employees of the Department. Individuals should be skilled managers who can ensure the staff of the Department work efficiently and effectively to achieve the goals established by the City Council. The new City Engineer should be a collaborative and capable

individual with impeccable people skills, an open door policy, and a proven track record of success.

The selected candidate should embrace a big picture perspective and understand the overall goals of the City while being able to mentor and develop staff to meet the current and future needs of the City.

A Bachelor's degree in Civil Engineering and three years of experience in the supervision of public sector professional civil engineering work is required. Candidates must possess a certificate of registration as a civil engineer issued by the California State Board of Registration for Civil Engineers.

The ideal candidate will be an effective leader, capable of motivating department employees.

## THE COMPENSATION

The salary range for the City Engineer is \$137,956-\$186,240 annually; placement within the range is dependent upon qualifications. The City offers an attractive benefits package including:

### **CalPERS Retirement –**

#### Classic Members:

2.0% @ 60 (growing to 2.418% @ 63)  
7% pre-tax employee contribution

#### New Members:

2% @ 62  
6.25% pre-tax employee contribution

**Retirement Savings Contribution –** 2% City paid contribution

**Health and Vision Benefits –** Allowance of \$1830 monthly that can be used to purchase medical, dental, and vision benefits, with options of HMO or PPO plans through CalPERS, as well as a retiree medical program. Excess, unused allowance is available in cash compensation up to \$580.00 per month.

**Life Insurance –** City-paid policy of \$100,000. Additional, optional coverage available.

**Management Leave –** 112 - 124 hours per fiscal year, depending on years of service.

**General Leave –** 128 - 188 hours annually, depending on years of service.

**Holidays –** 13 City holidays (12 City observed holidays and 1 floating holiday).

**Other benefits offered by the City include –** Deferred Compensation, voluntary AD&D, Short-Term, and Long-Term Disability Insurance and a City-paid Employee Assistance Plan. The City Engineer is represented by the Fremont Association of Management Employees (FAME), with union dues of \$15/month.

## TO APPLY

If you are interested in this outstanding opportunity, please visit our website at [www.bobmurrayassoc.com](http://www.bobmurrayassoc.com) to apply online.

### **Filing Deadline: Open Until Filled**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray and Associates. Candidates will be advised of the status of the recruitment following finalist selection. Finalist interviews will be held with the City of Fremont. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval.

If you have any questions, please do not hesitate to call Ms. Valerie Phillips at:

(916) 784-9080

